

Division of Occupational Psychology

Newsletter - October 2021

Message from the chair

Welcome to our October newsletter. This month we're bringing you some important news about changes to our working groups and sub-committees and a reminder about our AGM vacancies, as well as an update on things that have been happening since last month.

Redrawing the map: new groups for the DOP

We're delighted to announce new groups for the DOP following a review of our existing working groups and sub-committees. The result is a completely new map of DOP groups which will help future proof the division, enabling us to be more inclusive and to increase benefits for members. We'll also be better placed to align our activities to strategic priorities and needs and fulfil governance requirements.

Our existing working groups and sub-committees will finish on 30 November and then, in the New Year, following a period of 'clear blue sky' we will start up the new groups. In the meantime, we've invited everyone who was a DOP volunteer on 17 September to express an interest in moving to a new group.

In November applications to join the new groups will open to all DOP members.

The redrawn map creates many new opportunities and includes six different types of groups:

- **Member initiative groups**
- **Expert Advisory Panel**
- **Development Platforms**
- **Task and Finish Groups**
- **Sub-committees**
- **5 Interest Streams - one for each of the five areas of occupational psychology**

For more information about each of the group types, please have a look at the briefing paper, [Redrawing the Map: New Groups for the Division of Occupational Psychology](#) .



And for a preview of what the groups involve, join us for a **virtual Townhall Meeting at 12.15 pm on Thursday 28 October** when we can answer your questions and highlight other DOP developments.

Looking ahead -

DOP committee opportunities

Several DOP committee vacancies, including chair elect, have now been advertised and you can read the [AGM notice](#) on the our news page where you will also find [additional information](#) specific to DOP committee roles. The microsite has content about the [committee](#) and our [priorities](#), as well.



This is a time of growth and change for the division and I encourage you to give careful thought to whether you might step forward to serve as part of this as a committee member. For an informal discussion about what is involved, please [send me an email](#) and I'll be happy to talk things through on a Zoom call.

Other news -

No fee increase for divisional membership

You may have read about changes to BPS membership fees. We want to reassure you that there will be no change in the fees for DOP membership in 2022. These will remain at the current level.

Approaching decision time - New DOP periodical

We've been keeping you posted about progress towards the launch of our new periodical. We're getting closer to decision time as we prepare to review the consultant's scoping report which will help us determine the format and frequency of the publication, as well as the submission process and guidelines.

Senate policy priority campaign

Following a vote by BPS members, our joint proposal with DCP and DHP has been shortlisted. The next step for Emerging Stronger, Living Well, Protecting the Planet will be a presentation at Senate when a vote is taken to decide which of three possible campaigns will be adopted in 2022. The other shortlisted proposals are: Tackling Social and Class-based Inequalities and Climate Change is the most pressing issue of our era.

Recent appointments

Following an open recruitment process, I'm pleased to announce that Dr Robert Fida, associate professor at the Norwich Business School, University of East Anglia, has been selected to represent us on the EFPA Work and Organizational Psychology Standing Committee.



Two events to look out for

As the newsletter goes to press we wanted to mention two DOP events which are in the pipeline.

Professor Adrian Furnham will be joining us on 20 December for some virtual cpd and a look at the elephant in the boardroom of leader derailment, so keep the date and watch out for further details.

Also in preparation is a networking event to welcome Roberta Fida as EFPA rep. The focus will be self-efficacy as a protective factor when workplace incivility and bullying are factors in health care settings.

Chair Surgery

With so many developments that are being taken forward, there is much to

discuss. If you would like to share your thoughts, feedback and questions please come along to a surgery session or we can arrange another time to suit.

The next Chair Surgery will be held on Tuesday 2 November, 5pm-7pm. To book a time simply [send me an email](#).

Janet Fraser

Chair, BPS Division of Occupational Psychology

dopchair@bps.org.uk

EAWOP 2022 Congress - Early bird discount about to end!

The early bird rates for the EAWOP 2022 Congress: “Interventions at Work: Integrating Science & Practice” ends on **Friday 29 October 2021**.



There are various [options for registration](#).

Following a strong response to our call for submissions, the [provisional programme](#) is now available. The popular [programme of half-day and full-day workshops](#) can either be included in your booking when you first register or added later. These workshops have limited capacity so early reservation is recommended.

Regarding the Covid-19 situation, the venue is operating very careful practices and has large, well-ventilated rooms. There is also a positive refund policy in place and hotel bookings through the Congress website involve no-deposit with free cancellations up to 48 hours beforehand.

[Book now](#)

DOP's Noreen Tehrani featured in The Psychologist

The Division of Occupational Psychology's Deputy Chair and founder member of the Society's Crisis, Disaster and Trauma Section, Noreen Tehrani is featured in the November edition of The Psychologist.



In her interview with Ian Florance, Noreen talks about her experience and expertise in trauma work, which has been her focus since the mid-1990s. She has helped in the aftermath of such major disasters as the London Bridge terrorist attacks and Grenfell Tower, and offers trauma support services, psychological screening, and training to organisations and individuals.

The [interview is available online](#) and serves to highlight how the important work our members are doing can extend beyond organisations and the workplace.

Climate action and occupational psychology

With COP26 just around the corner, this month's free DOP webinar explored what climate action means for the occupational psychology curriculum as well as for practitioners.



An emphasis on what we can do was evident when Professor Petra Molthan-Hill, Nottingham Trent University, introduced three components of climate education: climate science, including processes and concepts; mitigation - what we can do to make a difference; and adaptation.

For high carbon emitting countries such as the UK, she suggests mitigation should be the priority for our students, linking this with the role of psychology in promoting behaviour change. A panel discussion followed with Jan Maskell, Christeen George and Petra which mapped opportunities to integrate climate mitigation education across all five domains of the OP curriculum, highlighting two of these as particularly salient: design of work, organisational change and development, and wellbeing and work.

This isn't about adding an extra block or module to our training programmes, but

is, instead, an opportunity to weave things in, embedding them in learning and practice. The breakout discussions generated implementable ideas and actions for MSc course directors and practitioners as well as for the DOP, showing that it is possible to make this happen.



In-person event: Why people engage in counterproductive work behaviour and what can prevent this?

21 March 2022, 9:00am CET - 23 March 2022, 5:00pm CET

This Special Group Meeting (SGM) aims to develop novel conceptual, empirical and methodological advances in our understanding of counterproductive work behaviours.

Our preference is to hold the SGM as a face-to-face meeting at the University of Amsterdam. However, this would depend upon Covid-19 related restrictions in place at that time. Please await further updates.

Participants are invited [to submit paper extended abstracts](#) (up to 2,000 words) by November 15, 2021.

Upcoming online events

Mental health and well-being in the workplace: Politics as a case study

10 November 2021 - 9:30am - 11:30am

This webinar explores the role and importance of mental health at work and uses research conducted in politics to illustrate some of the challenges, as well as potential ways forward.

Price: £80.00 (£66.67 + VAT), society member £48.50 (£40.42 + VAT)

[Online bookings will close at midday on 10 November 2021](#)

The Living Wage: Showcasing the latest cutting-edge research

18 November 2021 - 09:00am-11:30am

Workers from marginalized and vulnerable groups have been struck hardest by the Covid-19 pandemic, precarious contracts and working conditions increasing their exposure to the virus. This webinar links to a European Journal of Work and Organisational Psychology's special issue on living wages, to reveal how WOP research can contribute to societal grand challenges such as poverty and inequality.

This event is free to attend.

[Book now](#)

Making Chocolate Teapots: Striving for 'Good' Youth Work Policy Briefs Launch

26 November 2021, 10:00am - 12:00am

Considering the disproportionately negative impact of the pandemic on youth employment opportunities and heightened importance of career guidance for securing work in such uncertain labour market conditions, the event is timely in contributing to the evidence-base on Covid-19 sustainable recovery.

This event is free to attend.

[Buy Now](#)

Silence is golden?

30 November 2021, 09:00am - 12:00am

Work psychology science explores why silence in organisations can be far from a good thing, why it occurs, how to detect and remedy its unintended consequences.

This event is free to attend.

[Book now](#)

Making homeworking a success: Getting the most from remote/hybrid working styles

8 December 2021 11:00am - 1:00pm

This interactive webinar will provide participants with evidence-informed guidance on the risks and benefits of homeworking and how these can be managed.

Price: £80.00 (£66.67 + VAT); Society member £48.50 (£40.42 + VAT)

Online bookings will close at 11:00 on 8 December 2021.

[Book now](#)



Do you have news or events to include in this newsletter?

If you have any news, events or other items you would like to submit to the monthly DOP newsletter, please [email the communications lead](#) before the 12th of the month.



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